

OHIO CIVIL RIGHTS COMMISSION CHARGE OF DISCRIMINATION EMPLOYMENT	Agency Use Only <input type="checkbox"/> FEPA <input type="checkbox"/> EEOC	CHARGE NUMBER: (Agency Use Only) DAY B6 (26923) 12212017
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Completely Fill in the Following

Name of Charging Party (First Middle Last)
Jessica Walker

Name of Company
Ohio National Financial Services, Inc. and David Szeremet, Karl Kreunen, Pam Webb and Therese McDonough (Individually)

Address
3900 Otterbein-Ithaca Road

City State Zip Code County
New Madison, OH 45346 Darke

Telephone Number
(937) 241-7148

Address
1 Financial Way

City State Zip Code County
Cincinnati, OH 45242 Hamilton

Telephone Number
(513) 794-6100

Date(s) of Discrimination **July 31, 2017** Total Number of Employees **+15** Date of Hire: **July 16, 2012**

I believe I was discriminated against because of my: (Please identify)

Race/Color Religion
Sex National Origin/Ancestry
☒ Disability ☒ Retaliation
Military Status

Age (Over 40 years only – List Date of Birth-

FOR AGE CASES ONLY: I have not commenced any action under section 4112.14 or 4112.02(N), Revised Code with respect to the subject matter of the monetary award or financial benefit I may receive may be limited to back pay and/or restoration of employment fringe benefits and may not include other damages to which I may be entitled as a result of such civil action.

Type of Discrimination:

Demotion ☒ Discharge/Termination Discipline
Failure to Hire Forced to Resign Harassment/Sexual Harassment
Layoff Promotion ☒ Reasonable Accommodation
Other (Specify)

Please write a brief but detailed statement of the facts that you believe indicate an unlawful discriminatory practice. Please write legibly.

- I. I have a disability and record of a physical impairment. I engaged in a legally protected activity under Ohio Revised Code Section 4112 and Title VII of the Civil Rights Act of 1964. I have been employed by the above-named Employer since July 16, 2012, most recently as a Senior Advanced Planning Consultant. On July 31, 2017, my employment was terminated.
- II. I believe that I have been unlawfully discriminated against due to my disability and unlawfully retaliated against in that:

I have a disabling medical condition which substantially impairs my reproductive system and has precluded me from conceiving children. I used FMLA leave intermittently from 2013 through 2015, as a reasonable accommodation for my disability, but experienced discrimination on the basis of my disability and retaliation for requesting a reasonable accommodation.

On July 28, 2017, I met with David Szeremet, Karl Kreunen, Pam Webb and Therese McDonough and indicated to them that I intended to ask the Equal Employment Opportunity Commission about my claims of discrimination. David Szeremet, Karl Kreunen, Pam Webb and Therese McDonough retaliated against me for stating that I intended to ask the Equal Employment Opportunity Commission to investigate my claims of discrimination by terminating my employment on July 31, 2017.

I declare under penalty of perjury that I have read the above charge and that it is true to the best of my knowledge, information and belief. I will advise the agency(ies) if I change my address or telephone number and that I will cooperate fully with them in the processing of my charge in accordance to their procedures.

Charging Party Signature

Date

Notary or Ohio Civil Rights Commission Representative

Subscribed and sworn to before me on this 20th day of December 2017

LEISYL A JACKSON, Notary Public
In and for the State of Ohio
My Commission Expires May 6, 2020

